

MAR 1952

CLASSIFICATION RESTRICTED  
 SECURITY INFORMATION  
 CENTRAL INTELLIGENCE AGENCY  
 INFORMATION FROM  
 FOREIGN DOCUMENTS OR RADIO BROADCASTS

REPORT

CD NO.

STAT

COUNTRY Czechoslovakia  
 SUBJECT Economic - Industrial, manpower, wages  
 HOW PUBLISHED Daily newspaper  
 WHERE PUBLISHED Prague  
 DATE PUBLISHED 23 Aug, 12 Sep 1952  
 LANGUAGE Czech

DATE OF INFORMATION 1952

DATE DIST. 19 Dec 1952

NO. OF PAGES 3

SUPPLEMENT TO REPORT NO.

THIS DOCUMENT CONTAINS INFORMATION AFFECTING THE NATIONAL DEFENSE OF THE UNITED STATES, WITHIN THE MEANING OF TITLE 18, SECTIONS 793 AND 794, OF THE U.S. CODE, AS AMENDED. ITS TRANSMISSION OR REVELATION OF ITS CONTENTS TO OR RECEIPT BY AN UNAUTHORIZED PERSON IS PROHIBITED BY LAW. THE REPRODUCTION OF THIS FORM IS PROHIBITED.

THIS IS UNEVALUATED INFORMATION

SOURCE Prace.

NEW SYSTEM FOR RECRUITING CZECHOSLOVAK BRIGADE WORKERS;  
 DIFFERENCES IN WORKERS' WAGES

NEW WORK BRIGADE RECRUITING SYSTEM -- Prague, Prace, 23 Aug 52

Engr Josef Fantl

Despite the fact that because of organized recruitment a constant stream of new workers appears in the coal regions and on large building projects, a great number of brigades is necessary. Although regular recruitment has been systematically reducing the number of brigades needed, the comparative shortage of new family housing makes it impossible to have the brigades replaced by permanent workers.

Constant exchange of brigade workers on the conclusion of their tour of duty had caused the economy great difficulties, in addition to those already felt due to the institution of brigade manpower in the important segments of the economy.

Especially in the mines, the sudden mass exodus of brigade workers lowered the available manpower to such an extent as to cause serious defects in productivity. This was due partly to the lack of proper recording of the brigade workers' employment termination dates hence no measures were taken to lessen the disruption of orderly work.

As an example, this year in the Ostrava-Karvinna region, when the manpower plan was not fulfilled, it was always due to the brigade workers' term of work ending with no suitable replacements on hand. The same thing was true at the Klement Gottwald Nove Hutí Klementa Gottwalda Metallurgical Works.

The brigade-worker recruitment was carried out without plan, haphazardly, several times a year, with no actual records to show how many may have had to be placed in certain industries.

- 1 -

CLASSIFICATION

RESTRICTED

STATE	<input checked="" type="checkbox"/> NAVY	<input checked="" type="checkbox"/> NSRB	DISTRIBUTION											
ARMY	<input checked="" type="checkbox"/> AIR	<input checked="" type="checkbox"/> FBI												

RESTRICTED

STAT

Perhaps this was due to the lack of proper indoctrination of the workers who did not realize the political and economic importance of brigade work.

The new system will be based on strictly accurate records of all brigade workers, which will be kept by the factory or enterprise where the workers are detailed, as well as their own home enterprise and the okres national committee manpower referring office. The government has set for the various ministries the number of brigade workers which must be maintained at a constant level by their subordinate enterprises. The ministries in turn have set up quotas for the enterprises proportional to their ability to furnish workers.

In this way, the enterprises furnishing the brigade workers will know in advance just how many and at what time they are to send replacements. This will enable them to have orderly recruitment in their own plant and, together with the manpower office referring the help, can develop a broader campaign among their employees.

On the other hand, the enterprises which employ the brigade workers will notify their home enterprises well in advance of the conclusion of the term of work by groups, which will serve as a warning that a new group must be furnished.

So that this new plan function properly, the first requisite is accurate record keeping at both ends, which will also eliminate the chief cause of serious interruptions in work heretofore, namely, when one group of brigade workers completed its tour of duty and a replacement had not yet arrived.

Another result of the new procedure will be better relations between the enterprise employing the workers and the releasing agency. To that end, actual agreements between the two will be drawn up, and the enterprise releasing its workers will keep in touch with them and ease the transition as much as possible; on their return, the enterprise will see to it that this period of absence has not resulted in any damage to them.

On the other hand, the enterprise employing them will agree to assist them in finding suitable housing or board and will do all it can to keep each group a separate entity, or at least at the same place of employment. These enterprises will agree, too, to offer the brigade workers opportunities to learn the work to which they are assigned, in order to increase their skills so that they may gain experience helpful in future assignments.

The main idea is that there should be such a new relationship established between the home enterprise and the employing enterprise that the brigade workers do not feel that they are employed in a strange environment.

The remaining workers in the home enterprise must be made conscious of the fact that they must replace, through additional efforts, the missing brigade workers and thereby assist in carrying out the program of the Five-Year Plan.

#### ABSENTEEISM CAUSED BY IMPROPER WAGE SCALE -- Prague, Prace, 12 Sep 52

An improper wage scale can be the underlying cause of a great many disruptions in enterprises. Absenteeism and labor turnover are the most evident ones. In the construction industry, it is an old story. Then, too, there is a wide discrepancy in the wages paid for the same kind of work by two separate enterprises, as shown in the following table:

- 2 -

RESTRICTED

RESTRICTED

STAT

<u>Class of Worker</u>	<u>Enterprise</u>	<u>Average Hourly Wage</u> (crowns)
Steelworkers	Trinec construction	40.85
	Surface Construction, Opava	27.60
Carpenters	Housing Construction, Poruba	36.60
	Surface Construction, Opava	28.60
Semiskilled labor	Trinec Construction Ostrava	24.80
	Zermanice dam	32.00
Brigade workers	Zermanice dam	28.20
	Pruzstav enterprise	18.45

The table shows great differences in pay for presumably identical work. This results in workers traveling from job to job, trying to work where the wage is highest. It also results in bad work morale, as well as work stoppage, since the workers spend more time traveling than they do at work.

- E N D -

- 3 -

RESTRICTED